

Sheriff Threat to NP Staff

1. On Thursday, December 14th

- a. Crystal immediately went to the NPRWD Office after the Board meeting at 12:45pm.
 - i. Crystal requested to look at records.
 - ii. Crystal was told that NP staff cannot give out any records without either the GM or Board Chair present.
 - iii. Crystal stated she will then go get the sheriff. Karla again repeated the above. Crystal said she could not wait to see how this plays out as she was leaving to go get the sheriff.
 1. The Office Staff documented the situation, and Crystal's threat to go get the sheriff.
- b. This was immediately after the NPRWD's Monthly Board Meeting
 - i. The same Board Meeting, where the Board of Director's had passed Policy # 1.1A, drafted by Vogel Law Firm and stating:
 1. Article C: No Board of Director, other than Officers of The Board, shall have access to The District's employees, except to contact The General Manager or Chairperson, for requests.

2. On Tuesday, December 19th @ 11:09 am

- a. Crystal sent a records request to Teresa via email stating. I would like to come in and look at the transcripts for the annual meetings for the year 2014-2019. While I am there, I'm also interested in reading through some of those binders for each project we have done, starting with the Riverdale project, I won't need to talk to anyone while I am there, I just need a place to sit and read quietly. I'll be there tomorrow sometime.
 - i. The attorney from Vogel Law Firm issued an email to Ms. Hendrickson stating that she must be specific with her Record Requests.
 1. To request: I'm also interested in reading through some of those binders for each project we have done, is not specific. Confusing for all involved.

2. Records request 2014-2019 annual meeting transcripts- was provided using the AG form except 2019 which was provided in the past.

Minot Police Called To NPRWD Office

3. The chairperson sent an email to Ms. Hendrickson stating: This week won't work for the Office. Teresa also sent an email to Crystal at 10:01 stating she would be out until 1pm.
 - a. Crystal Hendrickson Showed up to the Office on Thursday, December 20th, at 11:19am asking to see the binders in the cabinet. Karla said you were sent an email that your request was not specific enough and Teresa is not here. You are welcome to wait for her either in the shop, up front or in your pickup. Crystal went into the shop and immediately got on her phone. As was watching Crystal on the camera she was going through papers/binder on work bench. Karla went out and removed them and stated you are here to wait for Teresa not to rummage through NP things. Then crystal went to the front and waited for the police to show up. Police showed up at 11:38am. Officer, are you Mrs. Hendrickson? Crystal yes -I sent this to them. Then Crystal recited the open records law to the officer. Officer said to crystal the AG office is already aware of this, correct? Crystal - Yes. Officer stated that he cannot make them show any records unless instructed by the AG office. Crystal was told to come back at 1pm when Teresa would be back.
 - b. Crystal returned at 1:20 p.m. to the office.
 - c. Crystal in NP office from 1:27-3pm looking at records.
4. Our NPRWD Office and the staff's schedule and workflow were disrupted, and the work they were tasked with had to be put aside, for Ms. Hendrickson's immediate request.
 - a. Ms. Hendrickson's behavior and attitude is harassing, bullying, disruptive, and completely unnecessary.